

REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U. S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D. C. 20210

William W. Gross Division of  
Director Wage Determinations

Wage Determination No. : 1994-3017  
Revision No. : 6  
Date Of Last Revision: 04/21/2004

State: West Virginia

Area: West Virginia Counties of Berkeley, Jefferson

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	8.64
01012 - Accounting Clerk II	10.91
01013 - Accounting Clerk III	14.49
01014 - Accounting Clerk IV	16.50
01030 - Court Reporter	16.50
01050 - Dispatcher, Motor Vehicle	16.50
01060 - Document Preparation Clerk	12.75
01070 - Messenger (Courier)	9.80
01090 - Duplicating Machine Operator	12.75
01110 - Film/Tape Librarian	14.24
01115 - General Clerk I	10.48
01116 - General Clerk II	11.78
01117 - General Clerk III	14.20
01118 - General Clerk IV	15.94
01120 - Housing Referral Assistant	19.34
01131 - Key Entry Operator I	9.11
01132 - Key Entry Operator II	12.75
01191 - Order Clerk I	10.42
01192 - Order Clerk II	12.55
01261 - Personnel Assistant (Employment) I	12.75
01262 - Personnel Assistant (Employment) II	14.33
01263 - Personnel Assistant (Employment) III	16.50
01264 - Personnel Assistant (Employment) IV	18.35
01270 - Production Control Clerk	17.82
01290 - Rental Clerk	14.53
01300 - Scheduler, Maintenance	15.26
01311 - Secretary I	15.26
01312 - Secretary II	16.56
01313 - Secretary III	19.34
01314 - Secretary IV	20.52
01315 - Secretary V	24.06
01320 - Service Order Dispatcher	15.87
01341 - Stenographer I	12.80
01342 - Stenographer II	15.47
01400 - Supply Technician	20.52
01420 - Survey Worker (Interviewer)	14.94
01460 - Switchboard Operator-Receptionist	10.44
01510 - Test Examiner	16.43
01520 - Test Proctor	16.43
01531 - Travel Clerk I	11.10
01532 - Travel Clerk II	12.13
01533 - Travel Clerk III	12.89

01611 - Word Processor I	12.75
01612 - Word Processor II	14.49
01613 - Word Processor III	16.50
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	12.90
03041 - Computer Operator I	12.90
03042 - Computer Operator II	14.44
03043 - Computer Operator III	16.09
03044 - Computer Operator IV	17.88
03045 - Computer Operator V	19.81
03071 - Computer Programmer I (1)	17.18
03072 - Computer Programmer II (1)	22.25
03073 - Computer Programmer III (1)	27.23
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	25.10
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	12.90
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	21.21
05010 - Automotive Glass Installer	16.63
05040 - Automotive Worker	17.73
05070 - Electrician, Automotive	18.30
05100 - Mobile Equipment Servicer	16.43
05130 - Motor Equipment Metal Mechanic	18.99
05160 - Motor Equipment Metal Worker	17.72
05190 - Motor Vehicle Mechanic	18.97
05220 - Motor Vehicle Mechanic Helper	15.60
05250 - Motor Vehicle Upholstery Worker	16.40
05280 - Motor Vehicle Wrecker	17.12
05310 - Painter, Automotive	18.36
05340 - Radiator Repair Specialist	17.72
05370 - Tire Repairer	12.55
05400 - Transmission Repair Specialist	18.99
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.84
07010 - Baker	11.68
07041 - Cook I	10.92
07042 - Cook II	11.81
07070 - Dishwasher	9.76
07130 - Meat Cutter	13.07
07250 - Waiter/Waitress	8.09
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.19
09040 - Furniture Handler	11.58
09070 - Furniture Refinisher	14.72
09100 - Furniture Refinisher Helper	12.62
09110 - Furniture Repairer, Minor	13.71
09130 - Upholsterer	14.72
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.96
11060 - Elevator Operator	9.90
11090 - Gardener	11.82
11121 - House Keeping Aid I	9.83
11122 - House Keeping Aid II	10.78
11150 - Janitor	9.96
11210 - Laborer, Grounds Maintenance	11.65
11240 - Maid or Houseman	9.83
11270 - Pest Controller	11.69
11300 - Refuse Collector	10.96
11330 - Tractor Operator	12.17
11360 - Window Cleaner	10.65
12000 - Health Occupations	

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12020 - Dental Assistant	16.73
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.39
12071 - Licensed Practical Nurse I	13.33
12072 - Licensed Practical Nurse II	14.96
12073 - Licensed Practical Nurse III	16.73
12100 - Medical Assistant	12.35
12130 - Medical Laboratory Technician	14.96
12160 - Medical Record Clerk	13.60
12190 - Medical Record Technician	14.89
12221 - Nursing Assistant I	9.54
12222 - Nursing Assistant II	10.10
12223 - Nursing Assistant III	11.20
12224 - Nursing Assistant IV	12.56
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.90
12311 - Registered Nurse I	19.84
12312 - Registered Nurse II	24.29
12313 - Registered Nurse II, Specialist	24.29
12314 - Registered Nurse III	29.37
12315 - Registered Nurse III, Anesthetist	29.37
12316 - Registered Nurse IV	35.19
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.75
13011 - Exhibits Specialist I	16.34
13012 - Exhibits Specialist II	20.23
13013 - Exhibits Specialist III	24.75
13041 - Illustrator I	17.01
13042 - Illustrator II	21.07
13043 - Illustrator III	25.76
13047 - Librarian	23.59
13050 - Library Technician	17.18
13071 - Photographer I	14.60
13072 - Photographer II	16.34
13073 - Photographer III	20.23
13074 - Photographer IV	24.75
13075 - Photographer V	29.92
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.81
15030 - Counter Attendant	7.81
15040 - Dry Cleaner	9.94
15070 - Finisher, Flatwork, Machine	7.81
15090 - Presser, Hand	7.81
15100 - Presser, Machine, Drycleaning	7.81
15130 - Presser, Machine, Shirts	7.81
15160 - Presser, Machine, Wearing Apparel, Laundry	7.81
15190 - Sewing Machine Operator	10.67
15220 - Tailor	12.43
15250 - Washer, Machine	9.31
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Tool room)	19.95
19040 - Tool and Die Maker	20.69
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.03
21020 - Material Coordinator	18.47
21030 - Material Expediter	18.47
21040 - Material Handling Laborer	10.35
21050 - Order Filler	10.71
21071 - Forklift Operator	14.51
21080 - Production Line Worker (Food Processing)	14.51
21100 - Shipping/Receiving Clerk	12.94
21130 - Shipping Packer	12.94
21140 - Store Worker I	12.28
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.27

21210 - Tools and Parts Attendant	14.54
21400 - Warehouse Specialist	14.54
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.78
23040 - Aircraft Mechanic Helper	15.75
23050 - Aircraft Quality Control Inspector	20.86
23060 - Aircraft Servicer	18.19
23070 - Aircraft Worker	17.76
23100 - Appliance Mechanic	17.52
23120 - Bicycle Repairer	12.72
23125 - Cable Splicer	21.21
23130 - Carpenter, Maintenance	17.55
23140 - Carpet Layer	17.33
23160 - Electrician, Maintenance	21.07
23181 - Electronics Technician, Maintenance I	13.04
23182 - Electronics Technician, Maintenance II	21.09
23183 - Electronics Technician, Maintenance III	22.25
23260 - Fabric Worker	16.00
23290 - Fire Alarm System Mechanic	17.44
23310 - Fire Extinguisher Repairer	14.76
23340 - Fuel Distribution System Mechanic	20.28
23370 - General Maintenance Worker	15.51
23400 - Heating, Refrigeration and Air Conditioning Mechanic	19.61
23430 - Heavy Equipment Mechanic	18.69
23440 - Heavy Equipment Operator	18.15
23460 - Instrument Mechanic	19.19
23470 - Laborer	10.96
23500 - Locksmith	17.11
23530 - Machinery Maintenance Mechanic	20.33
23550 - Machinist, Maintenance	17.42
23580 - Maintenance Trades Helper	12.62
23640 - Millwright	21.67
23700 - Office Appliance Repairer	18.21
23740 - Painter, Aircraft	21.27
23760 - Painter, Maintenance	16.19
23790 - Pipefitter, Maintenance	22.12
23800 - Plumber, Maintenance	20.11
23820 - Pneumatic Systems Mechanic	19.19
23850 - Rigger	18.07
23870 - Scale Mechanic	17.16
23890 - Sheet-Metal Worker, Maintenance	18.36
23910 - Small Engine Mechanic	14.20
23930 - Telecommunication Mechanic I	20.64
23931 - Telecommunication Mechanic II	21.35
23950 - Telephone Lineman	18.98
23960 - Welder, Combination, Maintenance	16.25
23965 - Well Driller	15.45
23970 - Woodcraft Worker	18.44
23980 - Woodworker	14.72
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.08
24580 - Child Care Center Clerk	12.58
24600 - Chore Aid	9.29
24630 - Homemaker	13.98
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.21
25040 - Sewage Plant Operator	19.52
25070 - Stationary Engineer	21.21
25190 - Ventilation Equipment Tender	13.88
25210 - Water Treatment Plant Operator	19.52
27000 - Protective Service Occupations	
(not set) - Police Officer	22.74
27004 - Alarm Monitor	11.04

27006 - Corrections Officer	17.59
27010 - Court Security Officer	20.31
27040 - Detention Officer	18.29
27070 - Firefighter	20.59
27101 - Guard I	9.89
27102 - Guard II	11.04
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.63
28020 - Hatch Tender	16.63
28030 - Line Handler	16.63
28040 - Stevedore I	15.24
28050 - Stevedore II	16.46
29000 - Technical Occupations	
21150 - Graphic Artist	20.74
29010 - Air Traffic Control Specialist, Center (2)	30.83
29011 - Air Traffic Control Specialist, Station (2)	21.26
29012 - Air Traffic Control Specialist, Terminal (2)	23.42
29023 - Archeological Technician I	14.36
29024 - Archeological Technician II	16.06
29025 - Archeological Technician III	21.89
29030 - Cartographic Technician	21.89
29035 - Computer Based Training (CBT) Specialist/ Instructor	25.10
29040 - Civil Engineering Technician	19.36
29061 - Drafter I	11.13
29062 - Drafter II	14.96
29063 - Drafter III	18.30
29064 - Drafter IV	21.89
29081 - Engineering Technician I	15.96
29082 - Engineering Technician II	17.91
29083 - Engineering Technician III	21.89
29084 - Engineering Technician IV	27.10
29085 - Engineering Technician V	33.18
29086 - Engineering Technician VI	39.79
29090 - Environmental Technician	19.16
29100 - Flight Simulator/Instructor (Pilot)	29.26
29160 - Instructor	23.38
29210 - Laboratory Technician	17.56
29240 - Mathematical Technician	23.44
29361 - Paralegal/Legal Assistant I	20.03
29362 - Paralegal/Legal Assistant II	23.28
29363 - Paralegal/Legal Assistant III	28.47
29364 - Paralegal/Legal Assistant IV	34.45
29390 - Photooptics Technician	21.89
29480 - Technical Writer	25.95
29491 - Unexploded Ordnance (UXO) Technician I	19.59
29492 - Unexploded Ordnance (UXO) Technician II	23.71
29493 - Unexploded Ordnance (UXO) Technician III	28.41
29494 - Unexploded (UXO) Safety Escort	19.59
29495 - Unexploded (UXO) Sweep Personnel	19.59
29620 - Weather Observer, Senior (3)	16.02
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	14.41
29622 - Weather Observer, Upper Air	14.41
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.27
31260 - Parking and Lot Attendant	8.13
31290 - Shuttle Bus Driver	12.89
31300 - Taxi Driver	12.09
31361 - Truckdriver, Light Truck	12.89
31362 - Truckdriver, Medium Truck	15.54
31363 - Truckdriver, Heavy Truck	16.11
31364 - Truckdriver, Tractor-Trailer	16.11
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.53

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99030 - Cashier	7.88
99041 - Carnival Equipment Operator	10.16
99042 - Carnival Equipment Repairer	10.63
99043 - Carnival Worker	8.31
99050 - Desk Clerk	9.67
99095 - Embalmer	18.04
99300 - Lifeguard	10.30
99310 - Mortician	23.79
99350 - Park Attendant (Aide)	11.29
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.99
99500 - Recreation Specialist	10.75
99510 - Recycling Worker	12.75
99610 - Sales Clerk	8.99
99620 - School Crossing Guard (Crosswalk Attendant)	10.96
99630 - Sport Official	8.99
99658 - Survey Party Chief (Chief of Party)	13.30
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.29
99660 - Surveying Aide	8.22
99690 - Swimming Pool Operator	13.93
99720 - Vending Machine Attendant	12.34
99730 - Vending Machine Repairer	13.93
99740 - Vending Machine Repairer Helper	12.34

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on

Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This

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publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.